



GUIDING PRINCIPLES FOR BUSINESS

NEXUS (U) LIMITED

PARTNERS

Plot 800, Hoima Road, P. O. Box 8678 Kampala Uganda



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STATEMENT FROM SEGAWA ROGERS

Dear colleagues;

Nexus Uganda Limited set these guiding principles to provide a framework for good business practices and strategies for preventing corruption, bribery and illegal acts with its business partners including, our customers, suppliers, agents, subcontractors, among others.

At Nexus Uganda Limited, we act with integrity and independence by holding ourselves and each other to be ethical and reliable in all we do.

Sincerely,

Segawa Rogers

Managing Director

INTRODUCTION

Nexus Uganda Limited's survival in the business environment is as a result of the ability to sustain long-lasting, mutually rewarding relationships with customers, suppliers, contractors, and others with whom the Company does business. Nexus Uganda Limited will continuously work to strengthen these relationships, to listen, learn, and innovate, through conscientious, trustworthy behaviour and constant attention to the results and quality of work.

Values underpinning this guideline

- Don not be corrupt
- Be professional
- Be Honest
- Be morally responsible
- Be fair
- Show respect

At Nexus Uganda Limited, we aim to uphold the highest standards of corporate governance, business ethics and to ensure we manage our business with integrity. This guideline translates our vision and values into a clear guide to how we do business with our third parties.

These guiding principles apply at all times, without exception, to all suppliers and partners, as well as third parties (such as agents), are also expected to adhere to the principles when dealing with or acting on behalf of Nexus Uganda Limited.

Nexus Uganda Limited adopts a high standard of integrity in business dealings with customers, joint venture partners, agents, subcontractors, suppliers and other third parties with whom we have business relationships.

The principles and expectations outlined in this guideline don not purport to respond to all ethical issues which may raise in the course of doing business with Nexus Uganda Limited,

they provide the framework for appropriate conduct in a variety of contexts. These principles are intended to supplement your own common sense, integrity and values.

DEALING WITH CUSTOMERS

Nexus Uganda Limited aims to offer quality services which present good value, are reliable and innovative and meet contract requirements. We seek to keep customers truthfully informed about our capabilities and aspects of performance avoiding misrepresentation or exaggeration.

Excellence in customer satisfaction along with consumer confidence form the foundation of our business. We must all ensure that:

- We behave equitably, honestly and transparently with customers. No bribe or advantage should be received or solicited from the customers.
- We deal with customer inquiries, issues or cases consistently, promptly and fairly.
- Customers' personal information, such as names, addresses, telephone numbers, email addresses, and financial information to which we may have access, is kept confidential
- The products and services we provide to our customers are of top quality
- We adhere to the philosophy of "truth in advertising"

Nexus Uganda Limited has built its reputation by listening to customers, understanding their needs, and delivering products and services that help them succeed. The customers of the Nexus Uganda Limited expect the best and all employees must ensure that individual decisions and actions contribute to a positive perception of the Company, enhance customers' satisfaction, and promote their loyalty. All employees must aim to deliver the highest possible value in the products and services offered to the Company's customers.

The Company's customers should be readily provided with information appropriate to their inquiry and in accord with any guidelines and policies of the Company and given every assistance in undertaking follow-up action if the information they require is not readily available.

We also expect third parties who are providing a product or service to our customers to reflect these principles in their dealings.

If you are unable to deal with an inquiry or the inquirer or, if you are unsure of any policies or procedures, don't hesitate to seek help from your management.

CONSULTANTS, AGENTS, ADVISORS AND OTHER INTERMEDIARIES

Nexus Uganda Limited respects established guidelines before appointing any consultant, agent, advisor or other intermediary.

Employees shall follow Company procedures when entering into contractual relationships and supervising the conduct of an agent, advisor or other intermediary and ensure all agreements receive prior approval of management.

Provision shall be included in agreements relating to access to records, co-operation in investigations and similar matters pertaining to the contract. The consultants, agents, advisors and other intermediaries are expected to;

- Not accept gifts, favors, bribes or other considerations of anything that could influence his judgement.
- Strictly observe the code of conduct laid down by the body governing his profession or trade.
- Be compliant to all laws and should not be under any suspension.
- Act in a fair and equitable manner towards all other parties in the procurement.
- Not gain any value from any other party to the procurement value chain or the client in fulfilling their obligations.
- Disclose any circumstance which may possibly be construed as constituting a conflict of interest.
- Not engage in practices that gives one tenderer/ bidder an improper advantage over another.
- Never disclosure Company secrets or confidential information and avoid negligence or improper conduct leading to damage of Company-owned or client-owned property

Nexus Uganda Limited will ensure that compensation paid is an appropriate and justifiable remuneration for legitimate services rendered and is paid through authorized channels.

Nexus Uganda Limited shall seek to reach agreement with the consultant, agent, advisor or other intermediary to comply with this guideline and subsequently monitor their conduct retaining a contractual right of termination in case of conduct inconsistent with this Code.

CONTRACTORS CONDUCT

The purposes of this guideline is to protect the integrity of the procurement process, and to provide regulations and obligations governing the conduct of contractors doing business with the Nexus Uganda Limited so they will be able to compete fairly and perform their work and services in an ethical manner.

Nexus Uganda Limited shall not award a contract to any person or entity who is in violation of these guiding principles.

CONTRACTOR PRE-QUALIFICATION

Nexus Uganda Limited will accept bids and proposals for contracts and procurement of goods or services only from compliant firms or entities.

Firms or entities seeking certification as pre-qualified shall submit a completed pre-qualification application. Firms or entities intending to bid as a joint venture should submit a separate pre-qualification application for each joint venture.

BRIBE, GIFTS AND CONTRIBUTIONS.

No bidder or any of their consultants or proposed subcontractors shall offer, give, or promise to offer or give, directly or indirectly, any bribe, gift or contribution to any employee.

No contractor or person doing business with Nexus Uganda Limited, or any of their subcontractors, shall offer or give, directly or indirectly, to any employee any bribe, gift(s), consideration to influence our employees for a favour.

Any bidder, contractor or person doing business with Nexus Uganda Limited caught giving any bribe, gifts or any considerations to any employee will be immediately suspended.

OFFERS OF EMPLOYMENT

No bidder, or contractor shall offer, or promise to offer, either directly or indirectly, any future employment or business opportunity to any Nexus Uganda Limited employee if such

offer of employment is conditioned to the awarding of a present or future contract or preference in the awarding of a contract to anyone at any time by Nexus Uganda Limited.

CONTRACT INFORMATION

Prior to a contract award, no bidder, or contractor shall solicit or obtain, directly or indirectly, from any Nexus Uganda Limited employee, any information relating to current or future contracts, or a specific pending procurement, unless such information is at the time been made public and available to all other bidders and contractors.

USE AND DISCLOSURE OF CONFIDENTIAL INFORMATION

At no time shall any contractor who obtains confidential company information in the course of doing or seeking to do business with Nexus Uganda Limited disclose any such information to any person not authorized by management to receive such information or use such information for any personal gain except as necessary to fulfill its contractual obligations to Nexus Uganda Limited.

CONFLICTS OF INTEREST

Each bidder, contractor, and each of their consultants and subcontractors, seeking to do business, or doing business, with Nexus Uganda Limited should avoid any situation that could raise any conflict of interest.

The contractor / bidder has an obligation to promptly disclose in writing to management any of the potential conflicts of interest. This can be done prior to and during any employment or contract and regardless of whether the facts actually constitute a conflict of interest under any law.

NEGOTIATED CONTRACTS

When circumstances do not allow you to follow the prescribed tender process, a basis of selection and authority shall be maintained. In all cases you must ensure that the Company is receiving good value on fair and competitive terms.

DUE DILIGENCE

Employees will undertake due diligence in evaluating subcontractors and suppliers not only to ensure they can deliver the required product or services but also to ensure that they have proper employment practices and effective anti-bribery policies and procedures to ensure legal compliance.

SUPLLIERS

Nexus Uganda Limited's suppliers provide goods and services that present good value and are obtained on fair and competitive terms using an open and transparent selection process and objective selection and performance evaluation criteria.

The supplier, his employees and agent should;

- Be honest and comply with ant-bribery laws
- Be informed of all product regulations and abide by them.
- Comply with all product bans and mandatory standards.
- Market products according to their design and intended use.
- Be aware of product liability laws and regulations.

JOINT VENTURES

Nexus Uganda Limited undertakes due diligence following established guidelines before entering into any joint venture and then on an on-going basis during the period of the relationship as circumstances warrant. Outputs shall be authorized at the highest level. When the Company leads a joint venture we shall ensure that the conduct of partners is consistent with our code of conduct.

All partners in the joint venture should comply with ant bribery laws. Nexus Uganda Limited shall not enter into any joint venture partnership with anyone engaged in corruption and bribery.

GOVERNMENTS

Nexus Uganda Limited has a special obligation to Uganda Government, and the general public, to ensure that we administer our business in a manner that fully satisfies both our

legal obligations and our own high standards in a manner that fully satisfies both our legal obligations and our own high standards of integrity and quality.

The Company and its employees and partners comply with all legal and contractual obligations in dealing with the various governments and regulatory agencies with which they are in contact.

COMPETITIVE CONDUCT

Nexus Uganda Limited believes that fair competition is fundamental. In relationships with competitors, dealers, suppliers and customers, employees must avoid arrangements that restrict the company's ability to compete with others. There must be no arrangements or understandings with competitors affecting prices, terms upon which products are sold, or the number and type of products offered or sold.

Nexus Uganda Limited complies with antitrust laws wherever it does business. In general, we must guard against:

- Price-fixing or arranged market segmentation; or
- Monopolistic behavior that aims to reduce competition.

ACKNOWLEDGEMENT

I, _____, acknowledge that I have received the Nexus Uganda Limited guiding principles and understand that I am obligated to read the Principles and to comply with them.

Partner's Signature

Date _____

I, _____, declare that I have discussed the Nexus Uganda Limited Guiding principles with the Partner whose signature is noted above.

Signature of Nexus Uganda Limited Management

CONTACT INFORMATION AND RESOURCES

At Nexus Uganda Limited we have many different contacts where you can direct questions and get help. You are encouraged to contact management using any of the resources below whenever you have any concern;

Telephone: +256 414 590 201,+256 392 966 507

Mobile: +256 772 423 384 ,+256 701 42 33 84

Fax: 041 4 530 083

Email: info@nexusugltd.com, nexusugltd@gamil.com

compliance@nexusugltd.com

whistleblowing@nexusugltd.com



www.nexusugltd.com

Nexus Uganda Limited

Plot 800, Hoima Road, 1 km from Kampala City

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